

1932

AGREEMENT

Made this 28th day of April, 1930.

Between

THE EMPLOYEES OF THE WEST
CANADIAN COLLIERIES LIMITED,

as represented by the
Local Unions at Blairmore and Bellevue,
or their Association,

- and the -

WEST CANADIAN COLLIERIES
LIMITED, of BLAIRMORE, ALBERTA

Terminating March 31st, 1932



AGREEMENT

Made this 24th day of April, 1930,

Between

THE EMPLOYEES OF THE WEST
CANADIAN COLLIERIES LIMITED,

as represented by the
Local Unions of Blairmore and Bellevue,
or their Association,

- and the -

WEST CANADIAN COLLIERIES
LIMITED, of BLAIRMORE, ALBERTA

Terms of Agreement

It is mutually understood and agreed that, the following rates and conditions shall govern the parties thereto, from the date hereof to March 31st., 1932;

unless notification by either party is delivered by registered letter to the other party 60 days before the expiration of this

Agreement, it will automatically carry in full force and effect for one additional year;

If such notification is given, the two parties shall meet in conference immediately to discuss a new Agreement; and if a new Agreement is not reached within thirty days before the expiration of this Agreement, unless negotiations are broken, it will automatically carry in full force and effect until negotiations are completed.

Management of Mine

That the right to hire and discharge, the management and the direction of the working forces, shall be solely within the jurisdiction of the Company. However, the Company agrees not to discharge employees or refuse work to applicants on account of their affiliation with the Union.

Check-Off

All the men who work in and around the Mines who are eligible to become members of the Local Union may join that organization and agree to sign the check-off for all dues, assessments and fines and the Management of the Mines agrees to forward such deductions made to the Secretary of the Local Union, such deductions not to be over One Dollar and Fifty cents per pay

period (\$1.50). The Company agrees to make special collections upon written request by the Local Union and subject to approval of the Company.

Form of Order

193.....

To.....

I authorize and empower you to deduct and pay to Local Secretary, from my earnings, the sum of One Dollar and Fifty cents (\$1.50) per pay period or such less amounts as may be designated by the Local Secretary.

Employees Not Under Jurisdiction

All employees connected with the Management of the Mines are not to be under the jurisdiction of the Local Union, and shall include the following:—

Mine Manager, Superintendent, Overmen, Assistant Overmen, Pit-Boss, Fire-Bosses, Boss-drivers, Stable-boss, Master Mechanic, Electricians, Weigh-man, Head Carpenter, Head Blacksmith, Tipple-foreman, Loader-bosses, Night Watchman, Coke Oven Foreman, Outside-foreman, Head Lampman, and all other Foremen, Timekeepers and Coal Inspectors.

Settlement of Disputes

(a) In case of any disputes or grievances arising under this Agreement or any Local Agreement made in connection therewith, whether the dispute is claimed to have arisen by the Company or men employed, then the parties shall endeavor to settle if possible the matter as hereinafter provided; but before any grievance or dispute shall be submitted to the Pit Committee, the person or persons affected, shall endeavour, if possible, by application to the Pit-boss or Foreman in charge of the work where the dispute arises, to settle the matter, and in the event of them agreeing their decision shall be final.

(b) In case of any Local Dispute arising in any Mine and failure to agree between the Pit-boss or Foreman in charge of the work where the dispute arises, the Pit Committee and Manager shall endeavour to settle dispute, and if they agree their decision shall be final.

(c) In the event of the failure of Pit Committee or Policy Committee and Mine Management to agree, the Pit Committee will refer the dispute to the General Manager of the Company; if they agree the decision will be binding on both parties. In

the event of their failure to agree, they shall endeavour to select an independent Chairman, and failing to agree upon an independent Chairman, they shall ask the Federal Minister of Labor to appoint such Chairman, whose decision shall be final and binding on both parties.

(d) In the meantime, and in all cases while disputes are being investigated and settled, all employers except as hereinafter specified shall continue at work until a final decision has been reached, but where an employee or employers has or have been discharged and a dispute arises in connection therewith, he or they shall not remain at work while his or their case is being investigated and settled. If the claim is made within five (5) days where an employee alleges that he has been unjustly discharged, the case shall be dealt with according to this Article, and if it is proven that he has been unjustly dealt with, he or they shall be reinstated. If a claim is made for compensation for time lost in case where reinstatement has followed, it shall be left to the Committee which decided the dispute to decide what amount, if any is to be paid.

(e) Any breach of this Agreement by either of the parties hereto shall not void

this Agreement, which shall continue in full force and effect.

Duties of the Pit Committee

The Pit Committee shall be a Committee of three or five (3 or 5) members of the Local Union and of men working in or around the Mine, one of whom shall be the Secretary of the Local Union and one other who may be the President of the Local Union or a Check-weighman. Due notice of such selection, properly certified in writing, shall be given to the Company.

The duties of the Pit Committee shall be confined to the settlement of disputes between the management and any employee working in and around the Mines, and arising out of this Agreement, and all Agreements made in connection therewith, the Pit-boss or Foreman and man or men having failed to agree.

Members of the Pit Committee shall not go around the Mine except by permission of Management.

New Work

Whenever any new work arises, a price for which has not been provided for in this Agreement, on the request of the Company or Local Union, a Joint Committee of six

(6) of whom three (3) shall represent the Company and three (3) shall represent the Local Union (these being working men in or around the mine), but may include Secretary of the Local Union, shall meet within fourteen (14) days after the request for a new price shall have been made. If they agree, their decision shall be final and binding upon both parties. If they fail to agree they shall endeavour to select an independent Chairman, and failing in this, they shall ask the Federal Minister of Labor to appoint such Chairman, the decision of such Chairman to be final and binding on both parties.

Whenever a new system is inaugurated or radical change in the present system is made, where there is a contract fixed thereon, the Company or the Local Union may ask for a price to be fixed on the work as "New Work." A change from "Long-wall" to "Pillar and Stall" for example shall be considered as "New Work."

In making the prices for New Work, the Company shall be guided by existing prices in the same Mine or other Mines in the neighborhood with similar conditions. Meantime, if the work is continued until such a price has been arranged, all men shall be paid on the day wage scale.

Penalty for Absence From Work

When an employee absents himself from his work for a period of more than two (2) days, unless through sickness or by having first arranged with the Pit-head or Foreman and obtained his consent, he may be discharged. All employees whose absence shall cause any stoppage of work must, before absenting themselves, properly arrange with or notify the Pit-head or Foreman of their absence, otherwise they may be discharged. Any employee who habitually, to the extent of five days per month, absents himself from work may be discharged.

Checkweighers or Check-measurers

The Company will carry out the provisions of the Mines Act of Alberta, covering the employment of Checkweigher or Check-measurer, and will deduct from the wages of all Contract Miners such amounts as may be designated from time to time, and will pay the same to the Checkweigher or Checkmeasurer as the case may be.

Turn of Work

Whenever it is found necessary to produce more coal in the Mine on an idle day,

such work will be divided up, as far as practicable, however, this will not apply to emergency work, repair work, and special work deemed necessary for the safety or the protection of the Mine.

Preference of Employment

In case an employee is thrown out of employment (unless discharged, or has left on his own accord), he shall be given preference over new men, if practicable to do so, at the discretion of the Mine Manager. Where depression of industry arises necessitating laying off workmen, these shall be from the last hired, as far as practicable, at the discretion of the Mine Manager. Checkweighmen is come within the provision of this Article, regarding re-employment.

Minimum Rate

When a Miner's working place becomes deficient owing to any abnormal conditions, or where coal in any district becomes so hard, preventing him from earning the minimum wage of \$5.40 per shift, the Company shall pay him a sufficient amount to secure him the said minimum, providing he has done a fair day's work. Provided, however, regard shall be had to the pay period in which the deficiency is claimed. This shall

not apply where work is performed in two separate places, one being normal and the other abnormal.

Miners Taken to Do Company Work

The Company shall pay the sum of \$5.40 per day to all Miners taken from contract work to do Company work.

Delivery of Material

Material will be delivered by the Company in accordance with the provisions of the Mines Act of Alberta.

Doctor and Hospital Arrangements

The matter of doctor and hospital arrangements shall be governed by the provisions of the Workmen's Compensation Act.

Loading of Coal from Chutes

In pitching seams, where chutes are used, Company men will handle all coal placed in the chutes by the Miners.

Stores

It shall be understood and agreed that the employees shall be at perfect liberty to

purchase goods wherever they may choose to do so.

Holidays

The following days only shall be observed as holidays: New Year's Day, and the day following, Good Friday, Easter Monday, May First, Victoria Day, Dominion Day, Labor Day, Thanksgiving Day, Christmas Day, and the day following, Federal and Provincial Election Days.

When a holiday falls on a Sunday, the next day following shall be observed as a holiday.

Funerals

In the event of an instantaneous death by accident in or around the Mine, the Miners underground and all other employees shall cease work for the day, but work shall be resumed on the following day and continue until the day of the funeral, when work shall again be suspended.

Sub-Contracting

No sub-contracting shall be allowed in any Mine operated by the Company.

Employees to Care for Mine

In case of either local or general suspension of work either at the expiration of that

Agreement or otherwise, the Engineers, Firemen, Pumpmen shall not suspend work, but shall, when mining is suspended, fully protect all the Company's property under their care, and operate fans and pumps, and over and hoist such men and supplies as may be required to protect the Company's property, and any and all coal required to keep up steam at the Company's Plant, but it is understood and agreed that the Company will not ask them to hoist any coal for sale on the market.

Wet Places

A working place in the Mine where water drops from the roof in quantities sufficient to wet a man's clothing, or where standing water is over 2 inches deep, shall be considered a "Wet Place". The rate for wet places shall be fifty cents (.50) per day extra for both contract and Company workmen. Where the use of gum boots will keep a man's feet dry, it shall not be considered a wet place.

Rock Miners

Where workmen are engaged on rock where hammer and steel are used, they shall be considered as Rock Miners and paid Rock Miners' wages.

If an air drill is used, the driller shall be paid machine runner's wages, and the helper paid machine runner's helpers wages. The other men engaged shall be classed as Miners or Laborers, as the case may be.

When the workmen are engaged on work in both rock and coal, if the amount of loose rock is greater than the amount of loose coal, they shall be classed as "Rock Miners," and where the amount of loose coal is greater than the amount of loose rock they shall be classed as "Coal Miners."

Retirement

Where any employee has drawn his time before the regular pay day, he hereby severs his connection with the Company and any alleged grievance he may have ceases to be a question for consideration under this Agreement. The words "drawn before the regular pay day" is satisfied by the application of the employee for, and his receipt of his time-check before the regular pay day.

Market Restrictions

It is agreed that the Local Union will not in any way restrict or interfere with the marketing of coal or coke to any person, firm or corporation.

Turn of Cars

The Company shall, as far as possible, supply each and every Miner with an equal turn of cars.

Choice of Partners

Contract Miners to have privilege to choose their own partners as far as possible.
b. c.

Contract Not to Be Voided By Miners' Constitution or Rules

This Contract is in no case to be set aside because of any rule of the Local Union, now in force or to be adopted.

Overtime

Overtime of 20% to be paid to repair men only per hour worked on Sundays or Holidays. The Company is hereby requested to eliminate work on Sundays and Holidays.

Blasting

Where in the future blasting is prohibited in the Mine and it can be shown that the earnings of the Miner are decreased thereby, the Contract Rates shall be taken up as under the "New Work" clause and an equitable allowance made.

Powder

Where explosive supplies are being sold to the Miners, they shall be furnished at cost price, which shall include handling, transportation and insurance.

Single Shift

The single shift system shall be adhered to as far as practicable.

Construction and Extensive Repairs

It is agreed that all men working on improvements and extensive repairs are not included in the jurisdiction of the Local Association.

The erection of head frames, tipples, breakers, washers, buildings, coke ovens, scales, machinery, railroad tracks, and switches, etc., necessary for the completion of a plant, all being in the nature of construction work and extensive repairs or rebuilding of the same class of work are to be considered as improvements and extensive repairs, and the employees thereon are to be excluded as above men when employed on such work only.

Machine Mined Coal

Where the coal is mined by Pneumatic Picks the above rates will apply.

Rates

All other classes, contract and day rates, local and other conditions to remain the same.

Brushing

When a man is engaged on brushing, either top or bottom, using the usual grills and tools, he shall be classed as a "Coal Miner." If the brushing is done by hammer and steel he shall be classed as a "Rock Miner."

Timbermen taking out rock while engaged in re-timbering or repairing shall not be classed as "Rock Miners."

Contract Rates - Greenhill Mine No. 1 Seam

GANGWAY

8 foot collar between notches, 11 foot spread, 7 feet clear above the rail, including all timbering, tight lagging, track laying, ditching and loading coal and rock in separate cars \$14.36 per lineal yard.

RAISES—

10 feet wide by 7 feet high 97 cents per cubic yard.

First length of chute (12 feet), if built by Miner, to be \$5.81

COUNTER GANGWAY -

8 foot collar between notches, 11 foot spread, 7 feet clear above the rail, including all timbering, tight lagging, track laying, ditching and loading and dumping coal and rock separately \$14.36 per lineal yard.

AIRWAYS—

8 foot collar between notches, 11 foot spread, 7 feet clear above the rail, including all timbering tight lagging, track laying ditching and loading and dumping coal and rock separately \$14.36 per lineal yard.

ROOMS UP PITCH AND ANGLES—

To be not less than 12½ feet wide 65 cents per cubic yard.

To be 16 feet wide by 7 feet high 97 cents per cubic yard.

ROOMS ACROSS THE PITCH—

To be from 8 feet to 12½ feet wide, to include laying track, handling coal and getting work 97 cents per cubic yard.

All horizontal breasts driven over 200 feet to be paid \$1.16 per lineal yard extra up to 300 feet.

CROSS-CUTS—

16 feet wide by 7 feet high 97 cents per cubic yard.

Where shoveling is necessary, if driven over 25 feet from one side 58 cents per lineal yard extra up to 50 feet, over 50 feet to be mutually arranged.

Timbering 83 cents per set, a set to consist of three pieces where necessary.

However, when the size of the cross-cut will reach the size of the room, price to be \$.16 per set.

PILLARS—

Including all work necessary to deliver coal in a clean manner and keep the place

in a safe condition 58 cents per cubic yard.

Sheet iron in pillars to be paid for at the rate of $1\frac{1}{2}$ cents per cubic yard.

Batteries to be paid for at the rate of \$10.80 when built by the Miners.

Contract Rates - Greenhill Mine No. 2 Seam

GANGWAYS—

8 foot collar between notches, 11 foot spread, 7 feet clear above the rail, including timbering, tight lagging, ditching and loading coal and rock in separate cars \$14.26 per lineal yard. To include also, the laying of ties and short length rails.

Laying permanent tracks in entries 18 cents per yard.

RAISES—

6 feet by 8 feet, or 6 feet by 6 feet \$1.08 per cubic yard.

First length of chute (12 feet), if built by Miners, to be \$5.81

COUNTER GANGWAY—

8 foot collar between notches, 11 foot spread, 7 feet clear above the rail, including timbering, track laying, tight lagging, ditching and loading and dumping the coal and rock separately \$14.26 per lineal yard.

ROOMS UP THE PITCH AND ANGLES—

To be not less than 9 feet wide, nor more than 11 feet wide 87 cents per cubic yard.

CROSS-CUTS—

6 feet by 6 feet \$1.13 per cubic yard.

Where shovelling is necessary, if driven over 25 feet from one side 58 cents per lineal yard extra up to 50 feet over 50 feet to be mutually arranged.

Timbering 98 cents per set, a set to consist of three pieces where necessary.

PILLARS—

When pillars are extracted in this seam, an application for a rate will be in order.

NOTE—If conditions develop so that the size of the rooms, raises and cross-cuts can be increased, then an application for an adjustment in the rates will be in order.

General Conditions, Greenhill Mine, Both Seams

CHUTE BUILDING—

Shall be paid for at the rate of 85 cents per lineal yard, 5 planks, 2 inches by 12 inches, centre prop every 5 feet and sheet rock properly nailed to planks.

When the side chute has to be built more

than two planks high, the extra planks shall be paid for at the rate of 7 cents per foot in height per yard in length.

First length of chute in main and back angles \$4.00.

Brattice 6 cents per lineal yard per foot in height.

CLAY—

To be placed in the nearest cross-cut to the face.

MANWAY—

Ladders 2 feet wide, 1 foot between runs 23 cents per lineal yard.

PLATFORM—

Building and tearing down \$3.49.

CORNERS—

Three props securely lagged \$3.32.

Large corners to be paid for by Company work.

TIMBERING—

In all rooms across and up the pitch, angles and raises \$1.10 per set.

NEEDLING—

When the Company requires needling in of the collar of the breast set on one rib and hitching in the collar on the opposite rib \$1.25 cents per set extra.

Maximum depth of working 8 inches

Where cross-cuts are driven the full height of the seam and the Company requires the sets to be set at 81 cents per set extra.

AVERAGE WAGE—

When a pillar has caved before a measurement has been taken, then the Miners shall be paid an average on their earnings for the three immediate preceding contract periods.

OVERPLUS—

In Gangways, Counter Gangways and Airways when coal has to be pushed more than 200 feet by the Miners, they shall be paid 80 cents for each extra lineal yard.

PROPS—

When faulty props have to be replaced through no fault of the Miner, or when a Miner has to put in props in any place outside of his own working place, he shall be paid 5 cents per lineal foot for such props.

EXTRA BRACIES—

When ordered, shall be paid 5 cents per lineal foot.

Contract Rates - Bellevue Mine No. 1 Seam

GANGWAY—

To be driven 11 feet collar, 14 feet spread, 7 feet clear above rail \$18.27 per lineal yard, including all timbering, track laying, and handling of coal and rock. Rate to be proportional to length of collar, down to 8 feet.

CHUTES—

To be driven 7 feet by 10 feet, including building chutes \$9.18 per lineal yard, first length of chute and battery \$5.80 if not hant by the Company.

Timbering \$1.16 per set, a set to consist of three pieces where necessary.

COUNTER GANGWAY—

To be driven 6 feet by 6 feet from outside end by car \$4.67 per lineal yard including all timbering, track laying, bratticing and handling of coal and rock. Three-piece sets 98 cents per set.

AIRWAY—

To be driven 7 feet high above rail to bottom of timber and 7 feet collar, and 10 feet spread at bottom, including timbering,

three-piece sets, lagging, laying track, loading and dumping coal \$11.75 per lineal yard.

CROSS-CUTS—

To be driven 6 feet by 5 feet both sides \$3.92 per lineal yard.

Corners \$2.22, consisting of three posts securely lagged.

Timbering 93 cents per set, a set to consist of three pieces where necessary.

If driven over 25 feet from one side 61 cents per lineal yard extra up to 50 feet. Over 50 feet, to be mutually arranged.

CROSS-CUTS (Up the Pitch)—

For loading, pushing, etc., coal, which is mined from cross-cuts, which are driven up the pitch between rooms across the pitch, where the Contract Miner performs this work he shall be paid 20 cents per cubic yard for the coal which he handles in this way.

BREASTS (Up the Pitch)—

To be driven 10 feet by 20 feet, including timbering, chute and air-tight brattice \$14.50 per lineal yard. Three-piece sets if required \$1.16 per set. Breasts of greater or less dimensions to be paid for in proportion down to a width of 13 1/2 feet.

PILLARS—

53 cents per cubic yard, including setting of five rows of props where necessary.

Where a barrier is left when drawing a pillar 57 cents per ton shall be paid for the top 13½ feet of the pillar.

BREASTS (Across the Pitch)—

To be 10 feet high by 8 to 12½ feet wide, including hauling coal, bratticing and laying track and timbering 36 cents per cubic yard three piece sets if required \$1.18 per set.

All horizontal breasts driven over 200 feet to be paid \$1.10 per yard up to 300 feet.

Contract Rates - Bellevue Mine No. 2 Seam

GANGWAY—

To be driven 11 feet collar, 14 feet spread, 7 feet clear above rail. \$18.27 per lineal yard, including all timbering, track laying, and handling of coal and rock. Rate to be proportionate to length of collar down to 3 feet.

CHUTES—

To be driven 7 feet by 10 feet, including building chute \$7.18 per lineal yard.

First length of chute and battery \$5.50
if not built by the Company

Timbering \$1.15 per set a set to consist of three pieces where necessary

COUNTER GANGWAY

To be driven 6 feet by 6 feet from outside and by car \$4.57 per lineal yard including timbering, track laying, caving, and handling of coal and rock, three-piece sets 93 cents per set.

AIRWAY—

To be driven 7 feet high above rail to bottom of timber and 7 feet collar and 10 feet spread at bottom, including timbering, three-piece sets, lagging, laying track, loading and dumping coal \$11.75 per lineal yard.

CROSS-CUTS—

To be driven 6 feet by 6 feet both sides \$3.92 per lineal yard.

Corners \$2.32 consisting of three posts securely lagged.

Timbering 93 cents per set, a set to consist of three pieces where necessary

If driven over 25 feet from one side 61 cents per lineal yard extra up to 50 feet. Over 50 feet, to be mutually arranged.

CROSS CUTS (Up the Pitch)

For loading, pushing, etc., coal which is mined from cross-cuts which are driven up the pitch, where the Contract Miner performs this work he shall be paid 30 cents per cubic yard for the coal which he handles in this way.

BREASTS (Up the Pitch)—

To be driven 10 feet by 20 feet, including timbering, chutes and air-tight brattice \$4.50 per linear yard. Three-piece sets if required \$1.16 per set. Breasts of greater or less dimensions to be paid for in proportion down to a width of 13½ feet.

PILLARS—

53 cents per cubic yard, including setting of five rows of props where necessary.

For driving across top of barrier, 13½ feet wide 57 cents per ton.

BREASTS (Across the Pitch) —

To be 10 feet high by 8 to 12½ feet wide, including hauling coal, bratticing, and laying track and timbering 36 cents per cubic yard, three-piece sets if required \$1.16 per set.

All horizontal breasts driven over 200 feet to be paid \$1.16 per yard up to 300 feet.

Contract Rates - Bellevue Mine No. 4 Seam

GANGWAYS—

To be driven 8 feet collar, 12 feet spread 7 feet clear above rail \$4.26 per lineal yard. Rock in centre \$1.55 per lineal foot.

COUNTER GANGWAY

To be driven 6 feet by 6 feet \$4.57 per lineal yard, three piece sets 33 cents per set

CHUTES—

To be driven 7 feet by 10 feet \$7.18 per lineal yard

TIMBERING—

\$1.10 per set, a set is consist of three pieces where necessary

BREASTS—

To be driven 5 feet by 20 feet \$7.84 per lineal yard, three piece sets if required \$1.16 per set.

If seam is less than 5 feet, to be paid \$1.21 less for each foot in reduction, and to increase at the rate \$1.31 per lineal yard per foot in thickness.

CROSS-CUTS—

To be driven 6 feet by 6 feet \$3.92 per lineal yard.

Corners \$2.32, consisting of three pieces securely lagged.

Timbering 93 cents per set; a set to consist of three pieces where necessary.

If driven over 25 feet from one side. 61 cents per lineal yard extra up to 50 feet.

CROSS-CUTS (Up the Pitch)—

For loading, pushing, etc., where coal is moved from cross-cuts which are driven up the pitch, when the Miner performs this work he shall be paid 30 cents per cubic yard for the coal which he handles in this way.

PILLARS—

60 cents per cubic yard, including setting of five rows of props where necessary.

General Conditions, Bellevue Mine

ALL SEAMS—

If case the Company wishes to pay on basis of cubical contents, the rate paid shall be according to existing basis of measurement and prices.

Laying sheet iron in pillars 1½ cents per ton.

Company men to furnish their own tools, which the Company agrees to take back

when they leave the service at their initial value.

CHUTE BUILDING—

Shall be paid for at the rate of 35 cents per yard, 5 planks, 2 inches by 12 inches, 2 posts 8 feet, with cross pieces. This includes sheet iron.

BRATTICE—

6 cents per lineal yard for each foot in height.

CLAY—

To be placed in nearest cross-cut to face.

MANWAY—

Ladders 2 feet wide, 1 foot between rungs 25 cents per lineal yard.

COAL TO EMPLOYEES—

Run-of-mine coal to workmen \$1.85 per ton at the tippie.

Screened coal to workmen \$3.00 per ton at the tippie.

DOCKAGE—

Miners are to deliver their coal as free from rock, and other impurities as it is practicable, and in case of the Miner failing to do so he will be warned for the first offence, for the second offence or aggravated cases he may be discharged.

Schedule of Rates—Outside

Occupation	Rate	Mrs.
Boys—Outside (men's wages at 18)	\$2.00	8+
Boys—Inside (men's wages at 18)	3.50	8
State Pickers	4.45	8+
Car Oilers	4.45	8
Fan Men	4.45	8
Ash Men	4.45	8
Wipers	4.45	8
Couplers	4.45	8
Breaker Screen Men	4.45	8+
Rock Bank Men	4.45	8
Dirt Bank Men	4.45	8
Stablemen	4.45	8
Finisher after Box Car	4.45	8
Fremont's Helpers	4.45	8
Water Tender	4.45	8
Railway Car Handler	4.45	8+
Tipple Dumper Helpers	4.45	8+
Top Cagers	4.45	8+
Breaker Oilers	4.45	8
Washer and Tipple Oilers	4.45	8+
Timber Sawyers	4.45	8
All other Labor unclassified	4.45	8+
Bottom Men	4.45	8
Tennisters	4.45	8+
Blacksmith Helpers	4.45	8+
Carpenter Helpers	4.45	8+

Schedule of Rates—Outside—(Contd)

Occupation—	Rate	Hrs.
Car Repairer Helpers	\$4.45	8
Electrician's Helpers	4.45	8
Machinist Helpers	4.45	8
Firemen	4.45	8
Box Car Shoveller	4.45	8
Tippie Dumpers	4.45	8
Breaker Picker Boss	4.45	8
Lampman	4.45	8
Incline Engineer	4.90	8
Tail Rope Engineer	5.70	8
Endless Rope Engineer	5.40	8
Tippie Engineer	4.90	8
Box Car Loader Engineer	4.90	8
Locomotive Engineer	4.90	8
Locomotive Engineer's Helper	4.90	8
Locomotive Switchmen	4.50	8
Screen Engineer Tender	4.20	8
Power House Engineer	\$4.90 - 5.70	8
Breaker Engineer	4.90	8
Bam Engine (Belgian)	4.90	8
Steam Locomotive (Beasave)	4.90	8
Car Repairer	4.90	8
Motor Truck Driver	4.90	8
Housing Engineer	5.55	8
Timber Framer	4.90	8
Blacksmiths	5.50	8
Carpenters	5.50	8
Machinists	\$4.90 - 5.50	8

Schedule of Rates—Inside

Occupation—	Rate	Hrs.
Brattisemen Helpers	\$4.45	8
Timberman Helpers	4.45	8
Tracklayer Helpers	4.45	8
Motormen Helpers	4.45	8.
Locomotive Switchmen	4.45	8.
Cagers, Slopes and Inclines	4.45	8.
Couplers	4.45	8.
Pushers	4.45	8
Buckers	4.45	8.
Loaders	4.45	8.
Pumpman	4.45	8
Grippers	4.45	8
Pipe Fitter's Helpers	4.45	8
Roller Men	4.45	8.
Conveyor Runner	4.75	8
All other Labor unclassified	4.45	8
Motormen	4.90	8
Locomotive Engineer	4.90	8.
Drivers	4.90	8.
Rope Riders	4.90	8
Timber Handler	5.10	8
Miners	5.40	8
Shot Lighters	5.40	8
Brattisemen	5.40	8
Timbermen	5.40	8
Tracklayers	5.40	8.
Main and Tail Rope Riders	5.40	8.

Schedule of Rates—Inside—(Contd)

Occupation—	Rate	Hrs.
Cagers, Shift	\$2.40	8
Machineman Helpers (Air)	5.00	8
Hoglines —	5.40	8
Clutch Men	5.40	8
More Carpenters (New Rate)	5.50	8
Driver Boss (New Rate)	5.40	8
Drivers (Spike Team)	5.40	8
Rock Miners	5.85	8
Muck men (Air)	2.40	8
Machinemen (Electric)	5.40	8
Machinemen Helpers (Electric)	5.00	8

IN WITNESS WHEREOF, the parties hereto have heretofore set their hands at Blairmore, Alberta, this 24th day of April, 1936.

SIGNED on behalf of the West Canadian Collieries Limited,

G. A. VISSAC
NOBLE McDONALD
RAGUL GREEN
L. P. ROBERT

SIGNED on behalf of the Blairmore and Bellevue Unions, their Policy Committee.

DOMENICO CAMPO
SAM PATTERSON
EVAN MORGAN
NORMAN OLIVER
JOHN BROOKS
EDGAR COLE
JOSEPH McLEAN
LUDWIG MAURICE

WITNESS to all the above signatures.

JOSEPH CHRISTIE
EMILE RLYMAEKERS
W. H. CHAPPELL, JR.
JOHN ROVIO

Memorandum

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42170

THE ENTERPRISE POINT - BLANCKHOLM ALBERTS
